



Office of the Future of Work

- Established in September 2019 through an Executive Order to raise awareness about the impact of the future of work on Colorado's communities and to identify policy and program solutions to create a skilled and resilient workforce and modernize worker protections.
- Key activities:
 - Conducting research to understand future of work trends and their impact
 - Sharing best practices, research, and data with the workforce development system
 - Leading key initiatives
 - Supporting and aligning with related efforts (e.g. Colorado Resiliency Framework, Talent Pipeline Report)
 - Informing legislature and other stakeholders
- Key initiatives:
 - State Apprenticeship Agency (Apprenticeship Colorado)
 - Digital Literacy and Inclusion Initiative

Apprenticeships are the Future of Work

- Develop future-ready workers with lifelong learning mindsets, as well as digital, human, and business skills
- Create more viable pathways out of low wage work
- Tap into untapped talent pools
- Develop sustainable and strategic talent pipelines





About Apprenticeship Colorado

[Apprenticeship Colorado](#) is the State Apprenticeship Agency (SAA) in the Colorado Department of Labor and Employment's OFW that has the responsibility for:

- Registering and overseeing apprenticeship programs
- Providing technical assistance to current and prospective Sponsors
- Aligning the registered apprenticeship system with Colorado's workforce, education, and economic development priorities

Other duties as assigned in statute.

Apprenticeship Colorado Priorities



Quality

Designed for Colorado, integrated into the National Registered Apprenticeship System



Expansion

Prioritization of in-demand occupations and access to Registered Apprenticeship Programs (RAPs) in all corners of Colorado



Equity

Focused strategies for increased participation and support of underrepresented Coloradans in RAPs



Innovation

Development of a leading model built on multi-sector partnerships

Apprenticeship Colorado Services



Program Development

Customized support for Sponsors to build and expand a Registered Apprenticeship Program



Quality Assurance

Technical assistance and support to ensure compliance and delivery of a high quality Registered Apprenticeship Program



Diversity, Equity, Inclusion, & Accessibility

Training and support to develop inclusive practices for Registered Apprenticeship Programs



Post-Registration Support

Referrals to recruitment partners, resources to support apprentices, and more



Funding Opportunities

Funding opportunities to support current apprentices and launch or expand Registered Apprenticeship Programs

Glossary

Terms to know

SAA: State Apprenticeship Agency (Apprenticeship Colorado)

RAP: Registered Apprenticeship Program

SAC: State Apprenticeship Council

CDLE: Colorado Department of Labor and Employment

OFW: Office of the Future of Work

CANEI: Committee on Apprenticeship in New and Emerging Industries

CABCT: Committee on Apprenticeship in the Building and Construction Trades

Colorado's SAC

SAC Membership (18 voting members; 7 ex-officio non-voting members)

CABCT Voting Members (10 members)

- 1 representative each from:
 - Employer or employer organization
 - Statewide employer organization
 - Employer involved with registered apprenticeship programs (RAPs) targeting populations with barriers to employment
 - Statewide organization of general and specialty commercial construction contractors
 - Statewide employee organization
- 3 representatives from employee organizations
- 2 members of the public

CANEI Voting Members (8 members)

- 1 representative each from:
 - Employer involved with RAP targeting populations with barriers to employment
 - Employer targeting youth with barriers to employment
 - Employer targeting out-of-school youth
- 3 representatives from employee organizations
- 1 member of the public
- 1 representative of a Qualified Apprenticeship Intermediary

Ex-Officio, Non-Voting Members (7 members)

- 1 representative from CDLE, CWDC, CDHE, Career and Technical Education, and a Training Provider
- Individual with expertise in Economic Development
- Individual interested in promoting equal opportunity in apprenticeship

Colorado's SAC Members

Role Expectations

- Attend bimonthly SAC Meetings: The SAC meets in-person (with virtual options available) every other month across the state. Meetings are typically scheduled for 10 am - 3 pm on Thursdays or Fridays.
 - SAC Chairs hold an Ad Hoc Committee meeting on the off-months from the SAC meetings
- Advise the SAA on the minimum standards for registration of apprenticeship programs;
- Advise the SAA on state plans, rules, and administrative procedures pertinent to the operation of apprenticeship programs and equal employment opportunities in apprenticeships
- Support the SAA in communications, technical assistance, and promoting promising practices in registered apprenticeship programs
- Provide an annual report to the Executive Director of CDLE with apprenticeship data disaggregated by age, race, gender, veteran status, disability, and industry
- Publish a statement defining the CABCT'S jurisdiction of the building and construction trades, and update the statement periodically as necessary as determined by the SAC

Apprenticeship Metrics

7,293

Total active
apprentices living in
Colorado

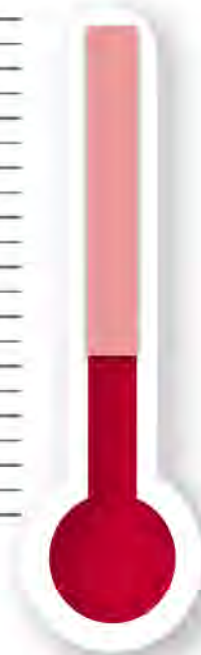
373

Active Sponsors

Pulled 9.16.24

Apprenticeship Colorado Programs Registered
7/1/2024-6/30/2025

100
90
80
70
60
50
40
30
20
10
0



31%

31 of 100 new
registered* or
approved programs
developed or
expanded

*96 Programs have been registered by the SAA. 5 programs were approved by the Director, awaiting Sponsor signature.

Recent Legislation

CTE & RAP Alignment

- [HB23-1212, Promotion of Apprenticeships](#)
- [HB23-1246, Support In-Demand Career Workforce](#)
- [SB23-051, Conforming Workforce Development Statutes](#)
- [SB23-146, Colorado Apprenticeship Directory Information](#)
- [SB24-104, Career & Technical Education & Apprenticeships](#)
- [SB24-218, Modernize Energy Distribution Systems](#)
- [HB24-1439, Financial Incentives Expand Apprenticeship Programs](#)
- [SB24-143, Credential Quality Apprenticeship Classification](#)





Questions?

